

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 AID-05 CEA-01 CIAE-00 COME-00 EB-07

EA-10 FRB-01 INR-07 IO-10 NEA-09 NSAE-00 OPIC-06

SP-02 TRSE-00 CIEP-02 LAB-04 SIL-01 OMB-01 SS-15

NSC-05 L-02 OIC-02 ABF-01 STR-04 /108 W

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R 121209Z MAR 75

FM USMISSION OECD PARIS

TO SECSTATE WASH DC 5889

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UNCLAS SECTION 01 OF 02 OECD PARIS 06302

FOR IO/EX (SOUTHWORTH) AND EUR/RPE (LEVINE)

E.O. 11652: N/A

TAGS: AORG, OECD

SUBJECT: 1974 GENERAL REVIEW OF SALARIES FOR THE
COORDINATED ORGANIZATIONS

REF: A) CSG(74)1, B) USOECD 1410, C) STATE 252040 OF
NOVEMBER 14, 1974

1. BEGIN SUMMARY. WORKING PARTY 12 OF CCG HAS COMPLETED

INITIAL EXAMINATION OF SECRETARY-GENERAL'S PROPOSALS FOR
SALARY INCREASES FOR EMPLOYEES OF COORDINATED ORGANIZA-
TIONS. EMERGING CONSENSUS IS TO APPROVE SALARY INCREASES
FOR A AND L GRADES WITH EFFECT FROM JULY 1, 1974 BUT AT
SUBSTANTIALLY LOWER LEVEL THAN THAT PROPOSED BY
SECRETARY-GENERAL. DECISION ON PROPOSED SALARY
INCREASES LIKELY BE CALLED FOR AT MEETING MARCH 13-14
AT BRUSSELS OR AT SUBSEQUENT WORKING PARTY MEETING AT
END OF MARCH IN PARIS. REVIEW OF STANDARD OF LIVING
PROCEDURES AND COST OF LIVING PROCEDURES FOR SUBSEQUENT
REVIEWS WILL PROBABLY NOT BE COMPLETED UNTIL LATER.

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END SUMMARY. ACTION REQUESTED: REQUEST AUTHORIZATION

SUPPORT GENERAL REVIEW PROPOSED ALONG LINES OUTLINED
PARAS. 6 AND 7.

2. SECRETARIES-GENERAL REQUESTED STANDARD OF LIVING (COMPARABILITY) SALARY INCREASES FOR A AND L GRADES AT AVERAGE BUDGET IMPACT OF 3.2 WITH EFFECT FROM JULY 1, 1974 AND A LIKE INCREASE WITH EFFECT FROM JULY 1, 1975 FOR COORDINATED ORGANIZATION EMPLOYEES IN BELGIUM. USING BRUSSELS AS BASE TOWN, THE PROPOSED INCREASES FOR COORDINATED ORGANIZATIONS EMPLOYEES IN PARIS WOULD BE 2.7 IN BOTH 1974 AND 1975. MAIN RATIONALE GIVEN BY SECRETARIES-GENERAL WAS NEED TO PROVIDE SAME LEVEL INCREASES AS THOSE GIVEN TO STAFF MEMBERS OF EUROPEAN COMMUNITIES DURING REVIEW PERIODS. AS ADDITIONAL JUSTIFICATION FOR PROPOSED SALARY INCREASES, SECRETARIES-GENERAL HAVE PROVIDED DATA IN REF. A) AND CCG/WP12 WORKING DOCUMENTS ON TREND OF SALARIES OF CIVIL SERVICES IN HOST COUNTRIES AND THE INCREASE IN PRIVATE CONSUMPTION FIGURES IN HOST COUNTRIES DURING REVIEW PERIOD FROM OCTOBER, 1971 TO JULY, 1974. PROPOSED INCREASES FOR B AND C SALARIES, WHICH ARE BASED ON DETAILED SURVEY OF REPRESENTATIVE FIRMS IN HOST COUNTRIES, CALL FOR INCREASES EFFECTIVE JULY 1, 1974 RANGING FROM 2.7 TO 21 FOR LOWEST C GRADE EMPLOYEES IN BELGIUM AND FOR INCREASES RANGING FROM 5.6 TO 27 FOR LOWEST C GRADE EMPLOYEES IN FRANCE.

3. MEMBERS OF WORKING PARTY UNWILLING ACCEPT EUROPEAN COMMUNITIES' PAY SCALE AS SOLE REFERENCE POINT FOR CALCULATION OF SALARY INCREASES FOR A AND L GRADE EMPLOYEES AND ALSO QUESTIONED GRADE RELATIONSHIPS BETWEEN COORDINATED ORGANIZATIONS AND COMMUNITIES THAT WERE USED IN SECRETARIAT COMPARISONS. ALL DELEGATIONS INSISTED THAT GREATER ATTENTION SHOULD BE PLACED UPON TRENDS AND LEVELS OF CIVIL SERVICE SALARIES IN HOST COUNTRIES THAN HAS BEEN THE CASE IN PREVIOUS GENERAL REVIEWS (WHERE THERE IS REASONABLE BASIS FOR COMPARABILITY INCREASE IN NEIGHBORHOOD 3.)

4. BELGIUM REPRESENTATIVE HAS PROPOSED SINGLE INCREASE
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FOR BELGIUM ON GRADUATED SCALE, WITH BUDGET IMPACT OF 2.5 FOR A AND L GRADES EFFECTIVE JULY 1, 1974. UNDER THIS PROPOSAL, SALARY INCREASE FOR COORDINATED ORGANIZATION EMPLOYEES IN FRANCE WOULD RESULT IN BUDGET CHARGE OF ABOUT 2. PROPOSAL SUPPORTED BY ALL DELEGATIONS EXCEPT GERMANY AND US WHO EXPRESSED PREFERENCE FOR SOMEWHAT LOWER AVERAGE SALARY INCREASES.

5. MAJOR DETERMINANT ACCEPTABILITY B AND C SCALES IS
VIEW OF HOST COUNTRY DELEGATION AFTER DETAILED REVIEW
WAGE SURVEY CONDUCTED BY SECRETARIAT. BELGIUM DELEGATE
HAS PROPOSED GRANTING UP TO 70 AMOUNT REQUESTED FOR
BELGIUM SALARY SCALE WHILE GERMAN DELEGATE HAS
PROPOSED GRANTING ONLY 50 AMOUNT REQUESTED FOR STAFF
SERVING IN GERMANY. FRENCH DELEGATE HAS NOT YET

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EXPRESSED VIEW ON B AND C SALARY SCALE FOR STAFF SERVING
IN FRANCE. UNANIMOUS VIEW WP PARTY THAT B AND C GRADE
SALARY INCREASES SHOULD BE EFFECTIVE JULY 1, 1974 BUT NO
CONSENSUS ON AMOUNT OF INCREASE. SECRETARIAT SURVEYS OF
LOCAL FIRMS GENERALLY ACCEPTABLE TO DELEGATIONS EXCEPT
FOR CRITICISM THAT CIVIL SERVICES NOT INCLUDED IN SURVEYS.

6. REMAINING ITEMS UNDER GENERAL REVIEW ARE REQUESTS FOR
CHANGES IN THE SUPPLEMENTARY EXPATRIATION ALLOWANCE FOR
DEPENDENTS, DEPENDENT'S ALLOWANCE AND EDUCATION ALLOWANCE
THAT ARE OUTLINED IN PARAS. 19 AND 21 OF REF. MISSION
RECOMMENDS APPROVAL THESE CHANGES AS BUDGET CHARGES

MINIMAL.

7. MISSION BELIEVES ACCEPTABLE CASE HAS BEEN MADE IN
CSG(74)1 AND SUBSEQUENT CCG/WP 12 DOCUMENTS FOR AN
INCREASE IN SALARY LEVELS. WITH VIEW LIMITING INCREASE,
WE RECOMMEND SUPPORTING BELGIUM PROPOSAL FOR A AND L
GRADES AND SEEKING CONSENSUS ON B AND C GRADES THAT
WOULD PROVIDE REASONABLE EQUITY BUT THAT WOULD STILL
BRING ON A SCALING DOWN OF SECRETARIESGENERAL'S REQUEST
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8. REQUEST USNATO MAKE DANIELS AVAILABLE TO REPRESENT
US AT WP MEETING MARCH 13 AND 14.
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